

**COMMANDING OFFICER**  
**1st Battalion, 3d Marines**

**EQUAL OPPORTUNITY (EO)**  
**POLICY STATEMENT**




The prowess and unmatched capabilities of our Corps is by no means due to a special piece of equipment or weapon or the result of some profound, advanced ordnance. The strength of our Corps lies purely in the quality of our Marines, Sailors, and civilians. It is the Marine that wins the fight, not the rifle. With that said, our most precious assets are our people, those who have sworn to uphold our core values of honor, courage, and commitment.

The beauty of our Corps is that regardless of our individual backgrounds, we all share a bond in bearing the Eagle, Globe, and Anchor with pride. We live in a common culture of being professional warfighters. We wear the same uniform, the same boots, speak a common naval language, and share the same goal of always upholding the reputation of our Corps, of winning. It seals our commitment to each other and our institution. Marines and Sailors are not defined by age, race, religion, gender, or orientation. We are simply Marines and Sailors.

I charge all personnel of this command to uphold and enforce this principle. Discrimination of any kind will not be tolerated. Discrimination can be categorized as the illegal treatment of Marines, Sailors, and civilians. Allegations of a violation of this policy will result in an investigation and appropriate disciplinary action. Such negative conduct and lack of professionalism is detrimental to unit cohesion and our effectiveness towards mission accomplishment.

All personnel are charged to report any violations of this policy and take action to make immediate corrections to such. Leaders within this command will foster an environment of equal opportunity and extinguish anything that could detract from the utmost professional atmosphere.

All personnel will familiarize themselves with the Marine Corps' policy regarding equal opportunity, specifically MCO 5354.1E. The command's Equal Opportunity Representative is Warrant Officer Mark Strempe and can be reached at (808)257-1835 or mark.strempe@usmc.mil.

  
A. G. GOURGOU MIS  
LTCOL, U.S. MARINE CORPS  
COMMANDING OFFICER